

## Message Text

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ACTION AF-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01

MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02

/067 W

-----271851Z 016039 /41

R 261500Z APR 77

FM AMEMBASSY GABORONE

TO SECSTATE WASHDC 9828

C O N F I D E N T I A L SECTION 1 OF 3 GABORONE 0941

STADIS//////////

E.O. 11652: GDS

TAGS: AMGT, PFOR, BC

SUBJECT: ANNUAL POLICY AND RESOURCE ASSESSMENTS

REF: A. GABORONE 774; B. GABORONE 790

### PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING. WITH THE RAPID INCREASE IN REPORTING REQUIREMENTS, ASSISTANCE PROGRAMS, VISITING MISSIONS AND OTHER DEMANDS, IT IS UNREALISTIC TO CONSIDER REPROGRAMMING RESOURCES IN THIS COUNTRY WHICH ARE NOW MANAGED BY A TOTAL OF EIGHT AMERICANS.

B. INCREASE/DECREASE. THE MOST RELIABLE MEASURE FOR EVALUATING ANTICIPATED NEEDS OF THIS POST FOR FY 79 (18 MONTHS HENCE) IS TO REVIEW DEVELOPMENTS OF THE PAST 18 MONTHS AND PROJECT OUR EXPERIENCE FORWARD. IN THE PAST 18 MONTHS THERE HAS BEEN AN UNPRECEDENTED UPSURGE OF ATTENTION TO SOUTHERN AFRICAN AFFAIRS. IN MANY RESPECTS, IT CAN BE CALLED THE AWAKENING. ONE HAS ONLY TO RECALL SUCH LANDMARKS AS SECRETARY KISSINGER'S LUSAKA SPEECH OF APRIL 1976 AND HIS SHUTTLE DIPLOMACY OF SEPTEMBER 1976 IN THIS AREA. THIS HAS HAD PRACTICAL EFFECTS  
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ON THIS EMBASSY, PRINCIPALLY IN TWO FUNCTIONAL AREAS, POLITICAL AND CONSULAR. IN THE POLITICAL FIELD, THIS HAS TRANSLATED INTO A SHARP INCREASE IN REPORTING REQUIREMENTS LARGELY DUE (A) TO THE FACT THAT BOTSWANA IS ONE OF THE FRONTLINE STATES BORDERING ON RHODESIA, (B) THAT THE US AS A CONSEQUENCE HAS ENGAGED IN HIGH-LEVEL CORRESPONDENCE WITH PRES KHAMA. MORE GENERALLY, FRONTLINE STATES PLAY A KEY ROLE

IN ADVISING AND ASSISTING RHODESIAN NATIONALIST MOVEMENTS. IN SUM, THE ATTITUDES OF PRES KHAMA, HIS MINISTERS, MEMBERS OF PARLIAMENT AND OTHER OFFICIALS ARE OF INTEREST. AT PRESENT, THIS POST DOES NOT HAVE A FULL-TIME POLITICAL OFFICER. THE IRO/CONSULAR OFFICER REPORTS AS HIS CONSULAR DUTIES ALLOW. THIS IS AN IMPROVISED SITUATION WHICH THE ASSIGNMENT OF A FULL-TIME POLITICAL OFFICER WOULD REMEDY; HENCE, THE STRONG RECOMMENDATION THAT THE NEW POLITICAL ROLE OF BOTSWANA BE RECOGNIZED BY INCREASING THE US COMPLEMENT BY ONE OFFICER POSITION, PREFERABLY AT THE O-5 LEVEL.

THE IRO/CONSULAR OFFICER'S DUTIES IN CONSULAR FIELD HAVE INCREASED, FURTHER JUSTIFYING THE RECOMMENDATION THAT THE IRO/CONSULAR OFFICER DEVOTE FULL TIME TO CONSULAR DUTIES. THE NEED CAN BE ILLUSTRATED MOST DRAMATICALLY BY THE GROWTH OF CONSULAR PROBLEMS FLOWING FROM THE INCREASE OF REFUGEES INTO BOTSWANA FROM RHODESIA AND SOUTH AFRICA. THERE ARE PRESENTLY SOME 3,000 SUCH REFUGEES, A THIRD OF THEM IN GABORONE AREA. A NUMBER OF THESE REFUGEES (PERHAPS SEVERAL HUNDRED) ARE INTERESTED IN TRAVEL OR STUDY IN THE US AND MAKE INQUIRIES AT THE EMBASSY. IN ADDITION, WE HAVE HAD THREE CASES OF US MERCENARIES ESCAPING FROM RHODESIA; EACH HAS REQUIRED SUSTAINED ATTENTION EQUIVALENT TO SEVERAL MAN-DAYS, AND WE EXPECT MORE AS THE SITUATION DETERIORATES IN RHODESIA. FINALLY, THE NUMBER OF PCV'S STANDS AT ABOUT 120 AND THERE ARE AT LEAST TWICE THAT NUMBER OF OTHER AMERICANS REQUIRING CONSULAR SERVICES IN THIS COUNTRY. WE ESTIMATE THAT THE EQUIVALENT OF ONE OFFICER FULL TIME IS NOW DEVOTED TO VISITORS.

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SOME ASSISTANCE ON VISITORS AND POLITICAL REPORTING CAN BE GIVEN BY THE POLITICAL/ECONOMIC OFFICER. IN FACT, HOWEVER, MONITORING GOB ECONOMIC PLANS AND US AID ACTIVITIES IN ORDER TO ASSURE THAT THE TWO ARE CONSISTENT AND COMPATIBLE IS A FULL-TIME JOB. USAID IS AT THE POINT OF INCREASING FROM ABOUT \$2 MILLION IN PROGRAMS TO SOMETHING OVER \$7 MILLION FOR THIS FISCAL YEAR. IT IS ESSENTIAL THAT THE POLITICAL/ECONOMIC OFFICER BE FREE TO CONCENTRATE ON THE ECONOMIC ASPECTS OF AID AS WELL AS BURGEONING MINERALS DEVELOPMENTS AND TRANSPORTATION PROBLEMS. FOR THESE REASONS, AS WELL, A SEPARATE POLITICAL OFFICER POSITION IS REQUESTED.

C. RECOMMENDATIONS. BY ANY STANDARD OF COMPARISON, A FULL-TIME POLITICAL OFFICER IS NECESSARY AND WILL BECOME INCREASINGLY SO IN THE MONTHS AHEAD. RECOGNITION OF THE SHIFT IN PRIORITIES TO SOUTHERN AFRICA IS REQUIRED IN THE FORM OF A FULL-TIME POLITICAL OFFICER POSITION.

THE TWO AMERICAN STAFF SECRETARIES ARE FULLY OCCUPIED AT THE PRESENT TIME; IN FACT, A NUMBER OF ESSENTIAL FUNCTIONS CANNOT BE CARRIED OUT BECAUSE OF THE DEMANDS ALREADY MADE ON THEM (E.G., REPORTING AND ADMINISTRATIVE REQUIREMENTS IN CONNECTION WITH GABORONE AND THE OTHER TWO POSTS UNDER MY JURISDICTION). A THIRD AMERICAN SECRETARY POSITION IS ESSENTIAL IN ORDER TO ASSUME THE LOAD OF CLASSIFIED TYPING REQUIRED BY THE SIX OFFICERS PRESENTLY ON BOARD (DCM, POL/ECON, IRO, PAO, AO/BLS AND AOO) AND WHICH WILL BE INCREASED BY THE ADDITION OF A POLITICAL OFFICER.

FINALLY, ONE ADDITIONAL FSL IS NECESSARY TO ASSUME THE DUTIES OF A COMMERCIAL LOCAL. THERE IS PRESENTLY ONE FSL WITH BOTH CONSULAR AND COMMERCIAL RESPONSIBILITIES. THE INCREASED ACTIVITY IN BOTH AREAS HAS MEANT THAT HE CANNOT ADEQUATELY MEET THE REQUIREMENTS OF EITHER FUNCTION. THE INCUMBENT'S STRENGTH IS CONSULAR WORK, HENCE OUR STRONG RECOMMENDATION  
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THAT AN FSL FOR COMMERCIAL WORK BE APPROVED IN FY 79. THE DUTIES OF THE FSL COMMERCIAL POSITION WOULD BE (A) TO REPLY TO PERSONAL AND WRITTEN INQUIRIES ON COMMERCIAL MATTERS, (B) TO MAINTAIN LIAISON WITH INTERESTED AMERICAN COMPANIES

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/067 W

-----271852Z 016011 /41

R 261500Z APR 77

FM AMEMBASSY GABORONE

TO SECSTATE WASHDC 9829

C O N F I D E N T I A L SECTION 2 OF 3 GABORONE 0941

STADIS//////////

(HERE AND ABROAD) CONCERNING BOTSWANA'S COMMERCIAL PROSPECTS,

(C) TO MAINTAIN CLOSER TIES WITH THE GOB AND ESTABLISHED BUSINESS FIRMS WITH A VIEW TO MONITORING OPPORTUNITIES TO EXPAND TRADE, (D) TO UPGRADE AND MAINTAIN THE COMMERCIAL LIBRARY WHICH NOW SUFFERS FROM ALMOST TOTAL NEGLECT. IT IS RECALLED THAT ONE OF THE MAJOR POLICY RECOMMENDATIONS RE BOTSWANA IS TO PROMOTE US INVESTMENT AND TRADE. THE CLIMATE IS STILL FAVORABLE FOR SUCH PRIVATE INITIATIVE; INVESTMENT IS ONE OF THE PRINCIPAL MEANS OF TRANSFERRING TECHNOLOGY AND BRIDGING THE GAP BETWEEN THE DEVELOPED WORLD AND THIS COUNTRY, WHICH IS ONE OF THE LEAST DEVELOPED ACCORDING TO UN STANDARDS. IN ORDER TO MAKE THE MOST OF THE PRESENT OPPORTUNITIES, THE ESTABLISHMENT OF AN FSL POSITION AS COMMERCIAL ASSISTANT IS URGENTLY REQUIRED.

D. LOWER PRIORITY POSITIONS. NO SUBMISSION IS REQUIRED UNDER THIS HEADING SINCE THERE ARE PRESENTLY ONLY EIGHT AMERICAN POSITIONS AT THIS EMBASSY.

BEGIN UNCLASSIFIED

CURRENT FY 77 MISSION STAFFING.

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STATE EXECUTIVE (AMBASSADOR IS ACCREDITED TO BOTSWANA, LESOTHO AND SWAZILAND):

AMERICAN OFFICERS - 2  
AMERICAN STAFF - 2 (DCM'S SECRETARY ALSO WORKS FOR  
ECON/COML, IRO AND POST SECURITY OFFICER)  
FSL PROFESSIONALS - 0  
FSL STAFF - 1  
TOTAL ----- 5

IRO/CONSULAR

AMERICAN OFFICERS - 1 (IRO DOES SOME POLITICAL REPORTING)  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 1  
TOTAL ----- 2

POLITICAL

AMERICAN OFFICERS - 0  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 0

ECON/COML

AMERICAN OFFICERS - 1 (ECON/COML OFFICER DOES SOME POL-  
ITICAL REPORTING)  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 1

ADMINISTRATION  
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AMERICAN OFFICERS - 1 (ADMIN OFFICER HAS REGIONAL  
RESPONSIBILITIES FOR LESOTHO AND SWAZILAND)  
AMERICAN STAFF - 1  
FSL PROFESSIONALS - 0  
FSL STAFF - 5  
TOTAL ----- 7

COMMUNICATIONS

AMERICAN OFFICERS - 1  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 1

SECURITY

AMERICAN OFFICERS - 0  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 0

REGIONAL OFFICE (REGIONAL ADMINISTRATIVE OFFICER IS THE SAME  
PERSON LISTED AS ADMINISTRATIVE OFFICER)

AMERICAN OFFICERS - 0  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 0

TOTAL FY 77 MISSION STAFF

AMERICAN OFFICERS - 6  
AMERICAN STAFF - 3  
FSL PROFESSIONALS - 0  
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FSL STAFF - 7  
TOTAL ----- 16

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MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W

-----271857Z 016227 /41

R 261500Z APR 77  
FM AMEMBASSY GABORONE  
TO SECSTATE WASHDC 9830

C O N F I D E N T I A L SECTION 3 OF 3 GABORONE 0941

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OTHER AGENCIES FY 77 STAFFING

USIS

AMERICAN OFFICERS - 1  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 4  
TOTAL ----- 5

USAID

AMERICAN OFFICERS - 2 (DOES NOT INCLUDE USAID CONTRACT  
EMPLOYEES (19))  
FSL PROFESSIONALS - 0  
FSL STAFF - 1  
TOTAL ----- 3

PEACE CORPS

AMERICAN OFFICERS - 3 (DOES NOT INCLUDE PEACE CORPS  
VOLUNTEERS (120))  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 1  
FSL STAFF - 6

TOTAL ----- 10  
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TOTAL OTHER AGENCIES FY 77 STAFFING

AMERICAN OFFICERS - 6  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 1  
FSL STAFF - 11  
TOTALS ----- 18

PROJECTED FY 79 MISSION STAFFING

STATE EXECUTIVE (CONSIDERATION SHOULD BE GIVEN TO  
ACCREDITING AN AMBASSADOR TO LESOTHO AND SWAZILAND,  
BECAUSE OF INCREASED RESPONSIBILITIES IN BOTSWANA AMBASSA-  
DOR WILL FIND IT DIFFICULT TO DEVOTE SOME OF HIS TIME TO  
REGIONAL REQUIREMENTS)

AMERICAN OFFICERS - 2  
AMERICAN STAFF - 2  
FSL PROFESSIONALS - 0  
FSL STAFF - 1  
TOTAL - 5

IRO/CONSULAR (RE-DESIGNATE THIS POSITION "CONSULAR" TO HANDLE  
INCREASED CONSULAR ACTIVITY AND IN LIGHT OF POST REQUEST FOR  
POLITICAL POSITION)

AMERICAN OFFICERS - 1  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 1  
TOTAL ----- 2

POLITICAL (INCREASED POLITICAL REPORTING REQUIRES THAT A POLITICAL  
OFFICER POSITION BE ESTABLISHED)

AMERICAN OFFICERS - 1  
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AMERICAN STAFF - 1 (ADDITIONAL AMERICAN SECRETARY POSITION  
WILL BE NEEDED TO SUPPORT POLITICAL, CONSULAR AND  
COMMERCIAL CLASSIFIED WORKLOAD)  
FSL PROFESSIONALS - 0  
TOTAL ----- 2

ECON/COML

AMERICAN OFFICERS - 1  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 1 )KADDITIONAL FSL POSITION WILL BE NEEDED TO  
SUPPORT INCREASED COMMERCIAL WORK)  
TOTAL ----- 2

ADMINISTRATION

AMERICAN OFFICERS - 1  
AMERICAN STAFF - 1  
FSL PROFESSIONALS - 0  
FSL STAFF - 5  
TOTAL ----- 7

COMMUNICATIONS

AMERICAN OFFICERS - 2  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 1

SECURITY

AMERICAN OFFICERS - 0  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0

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FSL STAFF - 0  
TOTAL ---- 0

REGIONAL

AMERICAN OFFICERS - 0  
AMERICAN STAFF - 0  
FSL PROFESSIONALS - 0  
FSL STAFF - 0  
TOTAL ----- 0

TOTAL PROJECTED FY 79 MISSION STAFFING

AMERICAN OFFICERS - 7  
AMERICAN STAFF - 4  
FSL PROFESSIONALS - 0  
FSL STAFF - 8  
TOTALS ----- 19



NORLAND

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## Message Attributes

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**Copy:** SINGLE  
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**Decaption Note:** 25 YEAR REVIEW  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 22 May 2009  
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**Previous Handling Restrictions:** STADIS  
**Reference:** 77 GABORONE 774, 77 GABORONE 790  
**Retention:** 0  
**Review Action:** RELEASED, APPROVED  
**Review Content Flags:**  
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**Review Exemptions:** n/a  
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**Review Transfer Date:**  
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**TAGS:** AMGT, PFOR, BC  
**To:** STATE  
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**Review Markings:**  
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